



Regenerative
Organic
Certified™

Equivalency Gap Analysis



Equivalency Gap Analysis



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Prepared by
NSF International

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Equivalency Gap Analysis



Equivalency Gap Assessment

The ROA recognizes existing standards and high-bar certifications that meet some criteria of the Regenerative Organic Certification (ROC). The standards listed here provide equivalency credits for ROC; however, you should be aware that no single certification achieves full equivalency (that is, fulfills all the requirements of the ROC).

The following gap assessment outlines the specific ROC criteria that are **not met** by each recognized equivalent program. For each standard, this document lists the sections in the ROC Framework that are **additional, ROC-specific requirements not covered by** equivalence recognition for that standard or certification program. You should be familiar with these additional requirements and ensure that the appropriate measures are in place at your operation prior to your ROC audit.

All ROC participants are required to hold an **approved baseline standard** for each ROC pillar area. You may hold other certifications that are not considered an approved baseline standard. If recognized, these additional certifications can still offer equivalency recognition and reduce the criteria audited during your ROC certification process. Both baseline standards and other certifications with recognized equivalencies are included in this gap assessment.

Note that this gap assessment represents the criteria needed for the ROC Silver level.

* Standards/Certifications denoted with "*" qualify as **approved baseline standards** for the associated pillar.

Soil Health

Demeter Biodynamic Farm Standard

- 1. OPERATION MANAGEMENT**
 - 1.1 Existing Certifications
 - 1.2 Regenerative Practices
 - 1.5 Extractive Practices
- 2. SOIL & CROP MANAGEMENT**
 - 2.1 Cover Crops
 - 2.2 Crop Rotations
 - 2.3 Tillage
 - 2.4 Rotational Grazing
- 4. BIODIVERSITY**
 - 4.2 Endangered Plants and Animals
- 5. FACILITIES**
 - 5.1 Wastewater
 - 5.2 Waste
- 7. MEASUREMENT**
 - 7.1 Soil Health Lab Test

* European Union Organic

- 1. OPERATION MANAGEMENT**
 - 1.2 Regenerative Practices
 - 1.4 Deforestation
 - 1.5 Extractive Practices
- 2. SOIL & CROP MANAGEMENT**
 - 2.1 Cover Crops
 - 2.2 Crop Rotations
 - 2.3 Tillage
 - 2.4 Rotational Grazing
- 3. COMPOST, MANURE & FERTILIZERS**
 - 3.1 General
- 4. BIODIVERSITY**
 - 4.1 Invasive Species
 - 4.2 Endangered Plants and Animals
- 5. FACILITIES**
 - 5.1 Wastewater
 - 5.2 Waste
- 6. USE OF PROHIBITED SUBSTANCES**
 - 6.2 Genetically Modified Inputs & Cloning
- 7. MEASUREMENT**
 - 7.1 Soil Health Lab Test

Naturland Standards on Production

- 1. OPERATION MANAGEMENT**
 - 1.5 Extractive Practices
- 2. SOIL & CROP MANAGEMENT**
 - 2.3 Tillage
 - 2.4 Rotational Grazing
- 4. BIODIVERSITY**
 - 4.1 Invasive Species
 - 4.2 Endangered Plants and Animals
- 5. FACILITIES**
 - 5.1 Wastewater
 - 5.2 Waste
- 7. MEASUREMENT**
 - 7.1 Soil Health Lab Test

* USDA/NOP Organic

- 1. OPERATION MANAGEMENT**
 - 1.3 Natural Waterways
 - 1.4 Deforestation
 - 1.5 Extractive Practices
- 2. SOIL & CROP MANAGEMENT**
 - 2.1 Cover Crops
 - 2.2 Crop Rotations
 - 2.3 Tillage
 - 2.4 Rotational Grazing
 - 2.5 Soilless Practices
- 3. COMPOST, MANURE & FERTILIZERS**
 - 3.1 General
 - 3.3 Imported Nitrogen and Phosphorous
- 4. BIODIVERSITY**
 - 4.1 Invasive Species
 - 4.2 Endangered Plants and Animals
- 5. FACILITIES**
 - 5.1 Wastewater
 - 5.2 Waste
- 6. USE OF PROHIBITED SUBSTANCES**
 - 6.2 Genetically Modified Inputs & Cloning
- 7. MEASUREMENT**
 - 7.1 Soil Health Lab Test

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Animal Welfare

* Animal Welfare Approved

- 2. NUTRITION & WATER
- 2.3 Feed for Monogastrics
- 2.4 Feed for Ruminants
- 2.5 Forced Feeding
- 4. HANDLING & MANAGEMENT
- 4.2 Animal Abuse, Cruelty, and Physical Modifications
- 8. TRAINING & PERSONNEL
- 8.1 Personnel

Demeter Biodynamic Farm Standard

- 1. GENERAL
- 1.1 Existing Certifications
- 1.2 General
- 2. NUTRITION & WATER
- 2.5 Forced Feeding
- 3. ENVIRONMENT & SHELTER
- 3.3 Indoor Spaces for Avian Species
- 3.5 Light
- 4. HANDLING & MANAGEMENT
- 4.2 Animal Abuse, Cruelty, and Physical Modifications
- 5. HEALTH
- 5.1 General
- 5.2 Vaccines & Antibiotics
- 6. SLAUGHTER/ KILLING
- 6.1 General
- 6.2 Pre-slaughter
- 6.3 Slaughter Methods
- 6.4 Euthanasia
- 7. TRANSPORTATION
- 7.1 General
- 7.2 Transport Time
- 8. TRAINING & PERSONNEL
- 8.1 Personnel

* Global Animal Partnership

- 2. NUTRITION & WATER
- 2.3 Feed for Monogastrics
- 2.4 Feed for Ruminants
- 2.5 Forced Feeding
- 3. ENVIRONMENT & SHELTER
- 3.3 Indoor Spaces for Avian Species
- 3.5 Light
- 4. HANDLING & MANAGEMENT
- 4.2 Animal Abuse, Cruelty, and Physical Modifications
- 5. HEALTH
- 5.2 Vaccines & Antibiotics
- 6. SLAUGHTER/ KILLING
- 6.3 Slaughter Methods
- 7. TRANSPORTATION
- 7.2 Transport Time

USDA/NOP Organic

- 1. GENERAL
- 1.1 Existing Certifications
- 1.2 General
- 1.3 Applicability
- 1.4 Concentrated Animal Feeding Operation
- 2. NUTRITION & WATER
- 2.3 Feed for Monogastrics
- 2.4 Feed for Ruminants
- 2.5 Forced Feeding
- 3. ENVIRONMENT & SHELTER
- 3.1 General
- 3.2 Indoor Shelter
- 3.3 Indoor Spaces for Avian Species
- 3.4 Temporary Confinement
- 3.5 Light
- 4. HANDLING & MANAGEMENT
- 4.1 General
- 4.2 Animal Abuse, Cruelty, and Physical Modifications
- 5. HEALTH
- 5.2 Vaccines & Antibiotics
- 6. SLAUGHTER/ KILLING
- 6.1 General
- 6.2 Pre-slaughter
- 6.3 Slaughter Methods
- 6.4 Euthanasia
- 7. TRANSPORTATION
- 7.1 General
- 7.2 Transport Time
- 8. TRAINING & PERSONNEL
- 8.1 Personnel

* Certified Humane

- 1. GENERAL
- 1.4 Concentrated Animal Feeding Operation
- 2. NUTRITION & WATER
- 2.3 Feed for Monogastrics
- 2.4 Feed for Ruminants
- 2.5 Forced Feeding
- 3. ENVIRONMENT & SHELTER
- 3.3 Indoor Spaces for Avian Species
- 3.5 Light
- 4. HANDLING & MANAGEMENT
- 4.2 Animal Abuse, Cruelty, and Physical Modifications
- 5. HEALTH
- 5.2 Vaccines & Antibiotics
- 7. TRANSPORTATION
- 7.2 Transport Time

European Union Organic

- 1. GENERAL
- 1.1 Existing Certifications
- 1.3 Applicability
- 1.4 Concentrated Animal Feeding Operation
- 2. NUTRITION & WATER
- 2.1 General
- 2.2 Water
- 2.3 Feed for Monogastrics
- 2.4 Feed for Ruminants
- 3. ENVIRONMENT & SHELTER
- 3.3 Indoor Spaces for Avian Species
- 3.4 Temporary Confinement
- 3.5 Light
- 4. HANDLING & MANAGEMENT
- 4.1 General
- 4.2 Animal Abuse, Cruelty, and Physical Modifications
- 6. SLAUGHTER/ KILLING
- 6.1 General
- 6.2 Pre-slaughter
- 6.3 Slaughter Methods
- 6.4 Euthanasia
- 7. TRANSPORTATION
- 7.1 General
- 7.2 Transport Time
- 8. TRAINING & PERSONNEL
- 8.1 Personnel

Naturland Standards on Production

- 1. GENERAL
- 1.1 Existing Certifications
- 1.4 Concentrated Animal Feeding Operation
- 2. NUTRITION & WATER
- 2.4 Feed for Ruminants
- 3. ENVIRONMENT & SHELTER
- 3.3 Indoor Spaces for Avian Species
- 4. HANDLING & MANAGEMENT
- 4.2 Animal Abuse, Cruelty, and Physical Modifications
- 6. SLAUGHTER/ KILLING
- 6.2 Pre-slaughter
- 6.3 Slaughter Methods
- 6.4 Euthanasia

Equivalency Gap Analysis



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Social Fairness

* Agricultural Justice Project

A. Smallholders

- 11. BUYERS**
- 11.7 Act of God Clause
- 12. OTHER**
- 12.1 Grower Groups

B. Farm & Factory Workers

- 11. BUYERS**
- 11.7 Act of God Clause

* Equitable Food Initiative

A. Smallholders

- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.4 Group Protection
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 11. BUYERS**
- 11.1 Buyers
- 11.2 Bargaining
- 11.3 Fair Pricing
- 11.4 Fair Payments
- 11.5 Transparent Negotiation
- 11.6 Capacity Building
- 11.7 Act of God Clause

- 12. OTHER**
- 12.1 Grower Groups
- 12.2 Split Operations

B. Farm & Factory Workers

- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.3 Precarious Employment
- 7. EMPLOYMENT RELATIONSHIP**
- 7.3 Worker Independence & Empowerment
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 10. HEALTH & SAFETY**
- 10.2 Exits
- 10.3 Buildings
- 11. BUYERS**
- 11.1 Buyers
- 11.7 Act of God Clause
- 12. OTHER**
- 12.2 Split Operations

* Fair for Life

A. Smallholders

- 3. FORCED LABOR & HIRING**
- 3.2 Hiring Practices & Brokerage Fees
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.4 Housing
- 10. HEALTH & SAFETY**
- 10.1 Health, Safety, and Potential Hazards
- 10.4 Privacy
- 11. BUYERS**
- 11.2 Bargaining
- 11.7 Act of God Clause
- 12. OTHER**
- 12.1 Grower Groups

B. Farm & Factory Workers

- 3. FORCED LABOR & HIRING**
- 3.2 Hiring Practices & Brokerage Fees
- 3.3 Contractors
- 7. EMPLOYMENT RELATIONSHIP**
- 7.2 Worker Voice
- 10. HEALTH & SAFETY**
- 10.3 Buildings
- 10.4 Privacy
- 11. BUYERS**
- 11.7 Act of God Clause

* Fair Trade International

A. Smallholders

- 3. FORCED LABOR & HIRING**
- 3.2 Hiring Practices & Brokerage Fees
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.4 Housing
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 10. HEALTH & SAFETY**
- 10.4 Privacy
- 11. BUYERS**
- 11.2 Bargaining
- 11.4 Fair Payments
- 11.7 Act of God Clause
- 12. OTHER**
- 12.2 Split Operations

B. Farm & Factory Workers

- 10. HEALTH & SAFETY**
- 10.3 Buildings
- 11. BUYERS**
- 11.7 Act of God Clause
- 12. OTHER**
- 12.2 Split Operations

* Fair Trade USA

A. Smallholders

- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.4 Group Protection
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.4 Housing
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 11. BUYERS**
- 11.1 Buyers
- 11.2 Bargaining
- 11.3 Fair Pricing
- 11.4 Fair Payments
- 11.7 Act of God Clause
- 12. OTHER**
- 12.1 Grower Groups
- 12.2 Split Operations

B. Farm & Factory Workers

- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.4 Group Protection
- 7. EMPLOYMENT RELATIONSHIP**
- 7.2 Worker Voice
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.4 Housing
- 11. BUYERS**
- 11.1 Buyers
- 11.7 Act of God Clause

- 12. OTHER**
- 12.2 Split Operations

Equivalency Gap Analysis



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* Naturland Fair Standards

A. Smallholders

- 3. FORCED LABOR & HIRING**
- 3.2 Hiring Practices & Brokerage Fees
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.4 Housing
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 10. HEALTH & SAFETY**
- 10.4 Privacy
- 11. BUYERS**
- 11.1 Buyers
- 11.2 Bargaining
- 11.7 Act of God Clause

B. Farm & Factory Workers

- 3. FORCED LABOR & HIRING**
- 3.2 Hiring Practices & Brokerage Fees
- 3.3 Contractors
- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.1 Protection Against Retaliation
- 6.2 Employer Instituted Unions
- 7. EMPLOYMENT RELATIONSHIP**
- 7.2 Worker Voice
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.4 Housing
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 10. HEALTH & SAFETY**
- 10.2 Exits
- 10.3 Buildings
- 10.4 Privacy
- 11. BUYERS**
- 11.7 Act of God Clause

Naturland Standards on Production

- 1. LAW AND CODE COMPLIANCE**
- 1.1 Existing Certifications
- 1.2 Business License
- 2. CHILD LABOR**
- 2.1 Child Labor
- 2.3 Work Restrictions for Children and Young Workers
- 3. FORCED LABOR & HIRING**
- 3.2 Hiring Practices & Brokerage Fees
- 3.3 Contractors
- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.1 Protection Against Retaliation
- 6.2 Employer Instituted Unions
- 6.3 Precarious Employment
- 6.4 Group Protection
- 7. EMPLOYMENT RELATIONSHIP**
- 7.2 Worker Voice
- 7.3 Worker Independence & Empowerment
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.3 Manipulated or Manipulative Records
- 8.4 Housing
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 10. HEALTH & SAFETY**
- 10.1 Health, Safety, and Potential Hazards
- 10.2 Exits
- 10.3 Buildings
- 10.4 Privacy
- 11. BUYERS**
- 11.1 Buyers
- 11.3 Fair Pricing
- 11.4 Fair Payments
- 11.5 Transparent Negotiation
- 11.6 Capacity Building
- 11.7 Act of God Clause
- 12. OTHER**
- 12.1 Grower Groups
- 12.2 Split Operations

* Small Producer Symbol (Only for Smallholders)

- 3. FORCED LABOR & HIRING**
- 3.1 Human Trafficking and Forced Labor
- 3.2 Hiring Practices & Brokerage Fees
- 4. HARASSMENT, ABUSE AND DISCIPLINARY PRACTICES**
- 4.1 Physical Abuse
- 4.2 Sexual Harassment
- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.4 Group Protection
- 8. WAGES & BENEFITS**
- 8.1 Wages
- 8.2 Living Wages
- 8.4 Housing
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 10. HEALTH & SAFETY**
- 10.1 Health, Safety, and Potential Hazards
- 10.4 Privacy
- 11. BUYERS**
- 11.1 Buyers
- 11.2 Bargaining
- 11.6 Capacity Building
- 11.7 Act of God Clause

* World Fair Trade Organization

A. Smallholders

- 3. FORCED LABOR & HIRING**
- 3.2 Hiring Practices & Brokerage Fees
- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.4 Group Protection
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.4 Housing
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 10. HEALTH & SAFETY**
- 10.4 Privacy
- 11. BUYERS**
- 11.2 Bargaining
- 11.7 Act of God Clause
- 12. OTHER**
- 12.1 Grower Groups
- 12.2 Split Operations

B. Farm & Factory Workers

- 3. FORCED LABOR & HIRING**
- 3.2 Hiring Practices & Brokerage Fees
- 3.3 Contractors
- 6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**
- 6.1 Protection Against Retaliation
- 6.2 Employer Instituted Unions
- 6.3 Precarious Employment
- 7. EMPLOYMENT RELATIONSHIP**
- 7.2 Worker Voice
- 7.3 Worker Independence & Empowerment
- 7.4 Employment Contracts & Terms
- 8. WAGES & BENEFITS**
- 8.2 Living Wages
- 8.4 Housing
- 9. HOURS OF WORK**
- 9.1 Hours of Work
- 10. HEALTH & SAFETY**
- 10.2 Exits
- 10.3 Buildings
- 10.4 Privacy
- 11. BUYERS**
- 11.7 Act of God Clause
- 12. OTHER**
- 12.2 Split Operations

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